



ENGLAND BOXING LTD

Board Meeting

Tuesday 26 September 2023

9.30 – 13.30

England Boxing Office

EIS - Sheffield


Redacted Minutes – For publication

Part 1

<p>1</p>	<p>Welcome attendance and apologies</p> <p><u>Present:</u> Richard Brooke (RB) - Chair, Anna Cain (AC) Sam Foster (SF), Doniert Macfarlane (DM), Micky Norford (MN), and Lawrence Selby (LS).</p> <p><u>In Attendance:</u> Jerome Pels - CEO (JP), Avoen Perryman – Head of Operations Eric Lee (EL) – Head of Finance (item 9)</p> <p><u>Apologies:</u> Chris Smith (CS), Mehul Kapadia (MK), Alkit Patel (AP), Felicity Barnard (FB)</p> <p><u>Not Present:</u> Ian Ireland (II)</p> <p>The Chair confirmed that sufficient notice of the meeting had been duly provided but that a quorum was not as only 1 independent director was present. It was agreed to continue with the meeting but that the decision items were to be confirmed by email and would need the usual required majority. The CEO was tasked to arrange the vote.</p>	<p>I = Information D= Decision A= Action</p> <p>A</p>
<p>2</p>	<p>Declarations of interest</p> <p>Directors present confirmed that they had no direct or indirect interest which they were required to disclose, in addition to the disclosures already on record.</p>	
<p>3</p>	<p>Minutes of last meeting</p> <p>The minutes of the Board meeting held on 20 July 2023</p> <p>It was unanimously agreed to approve the draft minutes from 20 July 2023 without amendment. The Chair was authorised to sign them as a complete record of the relevant meeting. It was noted that a redacted version of the minutes would be published on the England Boxing website.</p>	<p>D</p>

	<p>Matters arising</p> <p>All matters arising had been completed or were covered on the agenda.</p>	
4	<p>International and IBA Matters</p> <p>IBA – World Boxing Application – Congress – Events</p> <p>The CEO informed the Board that the application has been submitted and that England Boxing was confirmed as a provisional member to be approved at the first congress of World Boxing.</p> <p>The Inaugural Congress of World Boxing will be on 24-25 November 2023 in Frankfurt, Germany.</p> <p>As this is the first Congress of World Boxing this is an in person meeting only.</p> <p>National federation must have been approved as a provisional member before 25th October to be eligible.</p> <p>There is no intend of England Boxing to withdraw membership of the IBA, and we have notified the IBA of that position. IBA has not responded to this official communication. [REDACTED]</p> <p>IBA Congress will be on 9 December in Dubai and England Boxing will be represented as usual.</p>	I
5	<p>Sub-committees Reports and Minutes</p> <p>The Board received reports from the following sub-committees:</p> <ul style="list-style-type: none"> • Championships Sub-committee – 12 September 2023 • Legal and Compliance Sub-committee 23 September 2023 <p>Recommendations by the Subcommittees requiring a Board decision.</p> <p><u>Championships Sub-committee: Schools Semifinals and finals</u></p> <p>The Board agreed in the July meeting that enable a north and south semifinal to take place on the same weekend. However, other options needed to be reviewed and consequences for the Championships budget needed to be taken into account, especially in the light of the overspend reported to the Board in the area of championships.</p> <p>The Sub-committee reviewed the options and concluded to continue with the championship at same format, but with slight adjustments:</p>	

	<ul style="list-style-type: none"> - Choosing the venue location taking into account any risk factors - Pre-sale of tickets - The potential size of the venue gives us much more flexibility, and easily fits the predicted attendance (inc. boxers/coaches). 4 rings can be introduced if needed. The balcony can situate boxers and coaches nicely. - Barriers will be upgraded. <p>[REDACTED]</p> <p>Decision: To accept the recommendation by the Champions Sub-committee and the proposed adjustments to the Schools Championships organisation.</p> <p><u>Medical Sub-committee:</u> Dr Don explained the problem with insurance companies being more restrictive in the cover for doctors working at Boxing events and the potential negative affect this may have on the availability of doctors for events.</p> <p>Decision: Dr Don will explore the options for a possible upgrade module on insurance for doctors via England Boxing. The paperwork for the necessary applications is going to be prepared by Dr Don for England Boxing under a consultancy arrangement with England Boxing.</p>	<p>D</p> <p>D</p>
<p>6</p>	<p>CEO Report</p> <p>The CEO report was noted, with key points highlighted as follows:</p> <ul style="list-style-type: none"> • Anti Doping: UKAD 2023 Assurance Framework was submitted, and the 2022 Anti Doping report was published on the website. <p>Sport England: [REDACTED]</p> <p>[REDACTED]</p> <ul style="list-style-type: none"> • The CEO visited the EUBC European Junior Championships in Ploiesti, Romania. It was very interesting to see how well our team was working together and supporting each other. Impressed with the coaching staff and received a lot of very positive feedback from the many parents that were in attendance. • Membership figures are developing with higher figures compared to last years record figures. 	<p>I</p>

	<ul style="list-style-type: none"> • The delivery of level 1 and 2 Coach courses is ramping up, with the capacity of delivery increasing with the recruitment and training of new tutors. • Media Training: Discussed delivering social media workshops for boxers and coaches so everyone is aware of guidelines/our policies. Working on this with the Performance team and will be conducting it in December. • Membership Survey – The community development team have developed this year’s annual membership survey. This is an opportunity for all members to feedback their thoughts on topics, including club support, coaching and courses, rules and regulations, National Championships and our communication. 	
7	<p>Governance</p> <p>Board Recruitment – appointment of nomination Sub-committees</p> <p>The chair informed the meeting that Ian Ireland had expressed his intention to resign from the Board. The Board also noted Article 61 (3 meetings absent rule).</p> <p>The Board further noted the succession plan with a need for the recruitment of new directors for those directors who will have completed their full 2 terms.</p> <p>The CEO is requested to prepare the request for interest for 4 Board positions for the areas Finance, Technical Rules and Officials, Legal/compliance, and Athlete Liaison.</p> <p></p> <p>Decision</p> <p>The nomination Sub-committee for the vacancies will be formed by Anna Cain, Sam Foster and Felicity Barnard, supported by the CEO</p> <p>Board effectiveness review/chairman review</p> <p>Sam Foster reported that the Board Effectiveness review is slightly delayed because of time constrains, but that this will be a focus before the next Board meeting.</p> <p>The Chair reported that Alkit Patel had completed the Chair’s review and that the outcome summary was to be circulated to the Board.</p> <p>Sub-committees: Proposed restructuring of committee roles and membership</p> <p>The Board noted the BDO report on the Committee Structure of England Boxing: The current number of Committees in place at England Boxing seems excessive and could lead to Committees being too operationally</p>	D

	<p>involved. The volume of Committees could also result in them occupying significant amounts of a Board member's time, making it difficult for that individual to carry out their roles effectively.</p> <p>England Boxing should review and rationalise its current Committee structure and assess if they can consolidate the number of Committees into a more concise and defined structure.</p> <p>Where specific groups are required for a limited period, England Boxing should implement working groups for that period and once their role is completed, they can be disbanded.</p> <p>The paper (item 7.3) prepared for the Board was discussed and accepted in principle. The CEO was asked to prepare new Terms of Reference for the Sub-committee that remain.</p> <p>Anna Cain expressed concern that safeguarding is not named specially and it was agreed that although safeguarding is an aspect of all the work of England Boxing, this needs a specific home in the committee structure.</p> <p>Decision: To approve the proposed amended Committee structure and to ask the CEO to present the amended and new Terms of Reference. The new structure will apply from the next Board meeting, after approval of the Terms of Reference.</p> <p>AGM: Any Matters arising?</p> <p>The new format worked to attract more interest and although the initial quorum was not reached and the 60 minute adjournment had to be applied, significantly more clubs attended the online meeting. For next year, the concept of an information part should be further developed and promoted in order to attract greater numbers and using the opportunity to create a forum for the clubs to discuss boxing matters in an informal way.</p>	D
8	<p>Safeguarding</p> <p>Lawrence Selby gave a short report following the recent meeting of the Legal and Compliance Sub-committee Meeting (23 September) and mentioned some important issues:</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>Publication of the report of the independent investigator Charles Thomas into the death of Edward Bilbey</p>	

	<p>The CEO reported that the report was published after pre-publication round as identified in the publication action plan. No specific comments or reaction was received. The CEO had been in contact with the Bilbey family prior to the publication.</p> <p>To approve the Action Plan</p> <p>The action plan was noted by the Board. More items on the list actually have been progressed further than mentioned in the list, and when dealing with the recommendations, the action plan will be updated to reflect progress.</p> <p>Decision: To approve the action plan.</p>	D
9	<p>Finance - CFO Report</p> <p>Management Accounts The meeting was joined by Eric Lee, who presented the management accounts for the period to July 2023. The figures were compared to the budget and the positive variance of 78,423 was shown.</p> <p>Audit Committee Minutes</p> <p>The minutes were noted, and no issues were arising from the minutes.</p> <p>Auditor Progress</p> <p>The Finance Manager also informed that the on-site visit as part of the audit had been completed last week and that no issues have arisen.</p>	
10	<p>Risk Management</p> <p>To review the Risk Management Matrix and Report</p> <p>Several items were notes/ mentioned at the meeting and mentioned elsewhere in the minutes, but it was agreed that the risk register should reflect the issues raised.</p> <p>Sam Foster will prepare an updated Register for the next Board meeting.</p>	
	<p>Part 2</p>	
11	<p>Strategy</p> <p>Overview of progress of the strategy (Avoen)</p> <p>The strategy progress report was presented to the Board. It was noted that on all items the progress was following the timelines in the strategy, with some concerns about the additional workload for both staff and volunteers and the slight delay in the training of sufficient workforce.</p> <p>Strategy amendments / additions / revision (Jerome) – Paper attached. The paper was noted.</p>	

	<p>It was proposed to add/amend the strategy to reflect:</p> <ul style="list-style-type: none"> • Goal: Supporting a new World Governing Body for Boxing in response to the IOC withdrawal of recognition as an IF of the IBA. • Goal: Establish a home for England Boxing talent pathway programme in collaboration with GB Boxing. • Goal: regulating white collar boxing activities and reducing risks associated with the events. • Goal: To identify and promote a set of values for England Boxing to add to the EB strategy and mission statement. <p>Decision: to approve the amended strategy as proposed in the paper.</p>	D									
12	<p>Date Of Next Meetings 2023</p> <table border="1" data-bbox="363 824 1222 976"> <thead> <tr> <th>Board Date</th> <th>Papers due by</th> <th>Venue</th> </tr> </thead> <tbody> <tr> <td>Tuesday 28th November</td> <td>Monday 20th November</td> <td>London</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Board Date	Papers due by	Venue	Tuesday 28th November	Monday 20th November	London				
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